

DBHDS Semiannual Report on Employment
Semi Annual Report (December 2021 Data)
June 10, 2022

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Introduction:

The Department of Behavioral Health and Developmental Services (DBHDS or department) recognizes the importance of employment in the lives of individuals with and without disabilities. Both in policy and in practice, the department has undertaken efforts to support individuals with disabilities in having increased access to integrated community-based employment as the first and priority service option. In order to understand the impact of the Employment First Initiative in the Commonwealth, DBHDS has collaborated with the Department for Aging and Rehabilitative Services (DARS) for data gathering and analysis.

This is the fourteenth semiannual employment data gathering effort. A portion of the data for this report was gathered from DARS through a data sharing agreement between DARS and DBHDS; all data for individuals with developmental disabilities receiving long term follow along services through Extended Employment Services (EES) and Long Term Employment Support Services (LTESS) funded through DARS. Additionally, DBHDS identified employment service organizations (ESOs) who had billed for employment related services through the Medicaid Waivers and requested that they complete a survey concerning the waiver recipients with the following primary data elements:

- Unique Identifier,
- Date of Birth,
- Employment Start Date,
- Type of Employment (Individual, Group, Sheltered),
- Current wage per hour,
- Typical hours worked per week, and
- The primary disability (intellectual disability or other developmental disability).

Through extensive efforts of the ESOs, DARS, and the data subcommittee of the Employment First Advisory Group data was returned from all providers. This represents a 100% return rate including waiver providers. The return rate has remained at 100% from the previous reporting period.

Virginia has an active and engaged stakeholder group, the Employment First Advisory Group, which has set the following data target goals:

Target as of 6/30/2015: 25% of individuals with DD either on the waitlist or on the waivers ages 18 to 64 will be employed by June 30, 2020. Specifically this translates to:

- ❖ 25% of (20,320 the total number of individuals with DD ages 18 to 64 on the waivers or the waiver waitlist as of 12/31/2021) would be employed by December 31, 2021, or a total of 5,080 individuals
- Supplemental Targets to be achieved:
 - ❖ 86% of DD Individuals with Case Management services will have discussed employment options at least annually

- ❖ 50% of DD Individuals with Case Management services will have an employment or employment-related goal in their individualized services plan.

Targets for Waiver Funded Supports for Individual & Group Supported Employment:

The chart below reflects the annual targets for Individual Supported Employment (ISE) as well as Group Supported Employment (GSE) under the waiver. This reporting period we added the actuals to make comparison easier.

Data Targets:

| Fiscal Year | Total | Actual Total | ISE | Actual ISE | GSE | Actual GSE | % of total |
|-------------|-------|--------------|------|------------|-----|------------|------------|
| 2016 | 808 | 890 | 211 | 225 | 597 | 665 | 100% |
| 2017 | 932 | 826 | 301 | 305 | 631 | 521 | 89% |
| 2018 | 1297 | 972 | 566 | 422 | 731 | 550 | 75% |
| 2019 | 1211 | 1078 | 661 | 555 | 550 | 523 | 89% |
| 2020* | 1486 | 715 | 936 | 480 | 550 | 235 | 48% |
| 2021** | 1685 | 708 | 1135 | 469 | 550 | 239 | 42% |
| 2022 | 1211 | 777^ | 661 | 517^ | 550 | 260^ | 64%^ |
| 2023 | 1486 | | 936 | | 550 | | |
| 2024 | | | 1135 | | 550 | | |

*In December we were at 84% of the target for FY 20 and on target to reach our goal, with the onset of COVID-19 in March and the declaration of a state of emergency in Virginia, there were many individuals who took leaves of absences, were furloughed or terminated as business closed or significantly reduced staffing due to the pandemic. **Pandemic impact

^1st half of the fiscal year

Historical Data Target Setting: When the targets for individuals on the waiver were initially set in 2016, Virginia was in the beginning stages of assessing access to employment and the necessary supports to maintain employment. Since then, the Commonwealth has gained a much fuller understanding of the system, and there have been significant changes in the service environment and employment regulations at the federal level. The Employment First Advisory Group reviewed the data now available to the system and developed new targets (indicated in red above) based on that data and the broader system environment. The GSE targets were reduced, as we have seen increasingly fewer individuals access GSE. The ISE targets were adjusted based on the rate of growth observed over the past 2 fiscal years with additional growth predicted. We added an additional fiscal year to bring us closer to overall target for Supported Employment under the waiver to show the Commonwealth’s commitment to Employment First. Additionally, during the third quarter of FY19, the Department set expectations of the CSBs to increase the percentage of waiver recipients receiving employment. This has allowed DBHDS to gain some additional data regarding individuals who are employed and on the waiver but not receiving supported employment services.

Current Data Target Setting: The Employment 1st Advisory group met in April of 2022 and discussed FY 22 – 24 targets due to the impacts of the pandemic the workgroup decided to step back to 2019 targets and track rebounding through the next two years based on the FY 20 and 21 targets.

This report reviews the data in relationship to all of these targets, as well as in relationship to the department’s desire for a cultural shift away from center-based, non-integrated services (both day support and sheltered workshops) to meaningful integrated employment services.

It should be noted that this data is point-in-time data as of 12/31/2021 and is meant to give a semiannual snapshot of the Commonwealth's employment efforts and the substantiating data. This particular snapshot is impacted by the effects of COVID-19 which resulted in provider implementing strategies to ensure health and safety of the individuals they support which has understandably had an adverse impact on the numbers of individuals actively working.

This report summarizes data according to Department of Behavioral Health and Developmental Services Regions This is a realignment of CSBs. The Community Services Boards in *red italics* shifted from developmental disability regions back to the uniform mental health and developmental services regions.

DD Western Region

(Charts labeled West)

| | | |
|----------------------------|-----------------|-----------------------------|
| Harrisonburg- Rockingham | Region 10 | <i>Rappahannock Area</i> |
| Horizon | Rockbridge Area | <i>Rappahannock-Rapidan</i> |
| <i>Alleghany Highlands</i> | Valley | <i>Northwestern</i> |

DD Northern Region

(Charts labeled North)

| | |
|----------------------|-------------------|
| Alexandria | Loudoun |
| Arlington Co. | Prince William Co |
| Fairfax-Falls Church | |

DD Southwest Region

(Charts labeled SW)

| | | |
|-------------------------|---------------------|------------------|
| Mt. Rogers | Dickinson County | New River Valley |
| Blue Ridge | Goochland- Powhatan | Piedmont |
| Cumberland Mountain | Highlands | <i>Southside</i> |
| Danville - Pittsylvania | Planning District 1 | |

DD Central Region

(Charts Labeled Central)

| | | |
|--------------|--------------|--------------|
| Chesterfield | Hanover | Richmond BHA |
| Crossroads | Henrico Area | |
| District 19 | | |

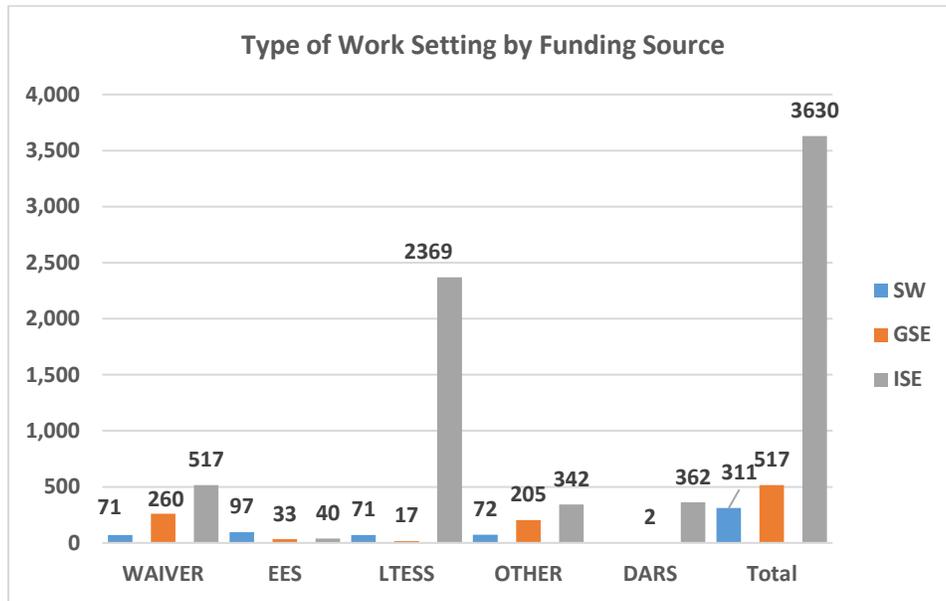
DD Eastern Region

(Charts Labeled East)

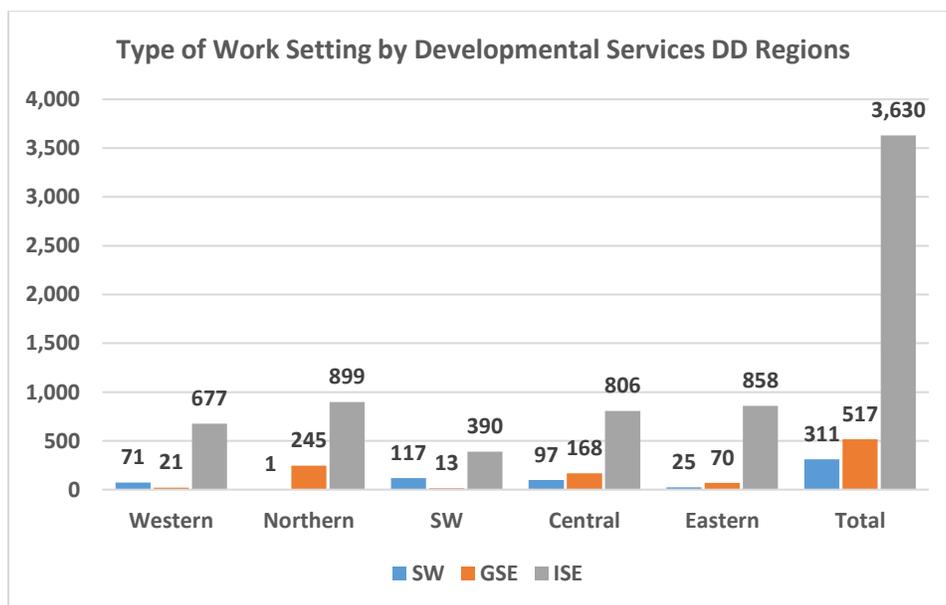
| | | |
|-----------------------|---------------------------------|-------------------|
| Chesapeake | Middle Peninsula- Northern Neck | Virginia Beach |
| Colonial BH | Norfolk CSB | Western Tidewater |
| Eastern Shore | Portsmouth | |
| Hampton- Newport News | | |

Statewide Data Analysis

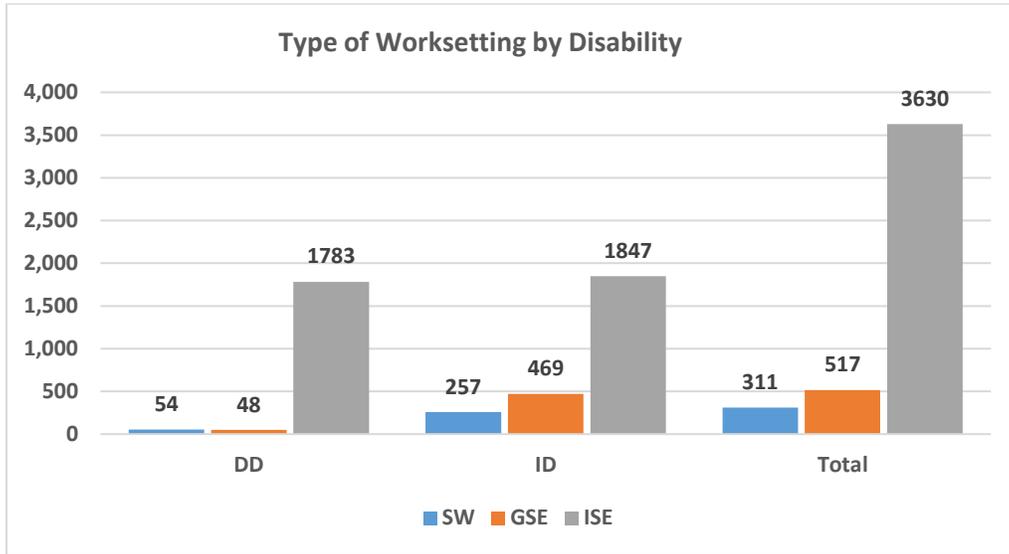
The data below indicates that 3630 (559 more than last reporting period) are in ISE services and 517 (80 more than last reporting period) are in GSE services. Additionally, 311 people (44 more than last reporting period) are receiving services in sheltered workshops. Individuals in sheltered workshops are not counted toward employment targets. Although the Commonwealth is prioritizing integrated employment over sheltered employment, data regarding individuals in sheltered workshops continues to be captured and monitored.*



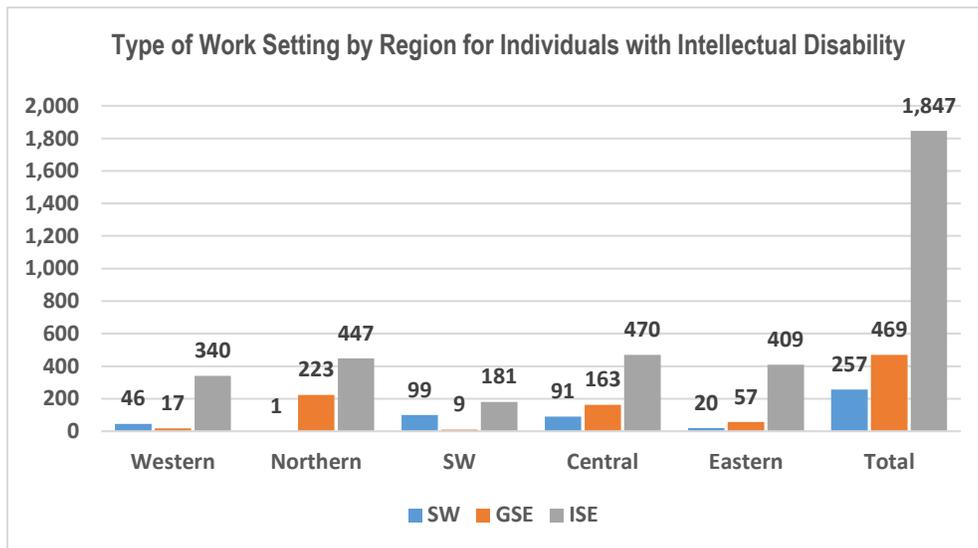
A total of 4,147 people are employed with supports from ISE and GSE, which is a combined increase of 639 people from the previous data reported. It also indicates that of the total number of individuals 18-64 on the waivers and the waiver waitlists, 20% (+2%) of people with DD are employed.

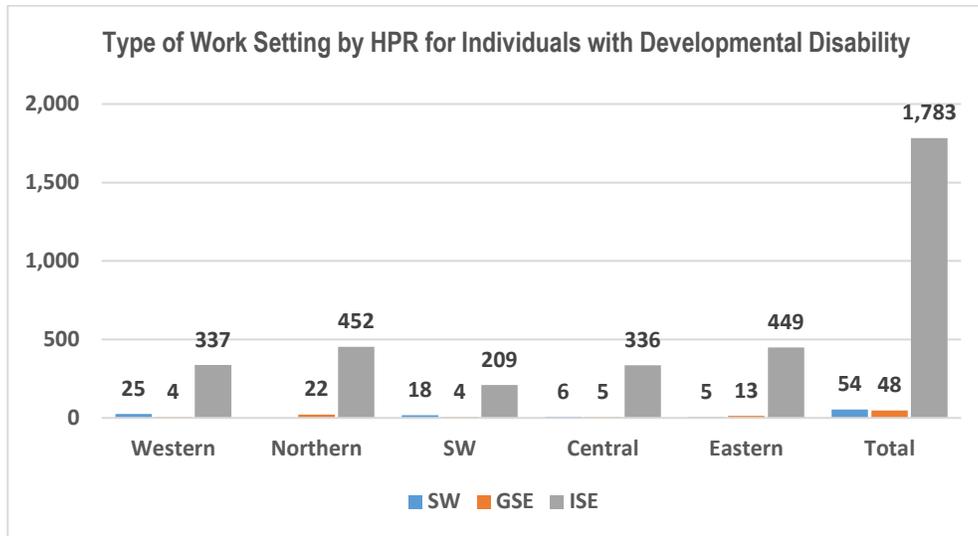


The graph above indicates variations in work settings throughout the five DBHDS Regions are starting to dissipate with the majority of people in all regions accessing individual supported employment.

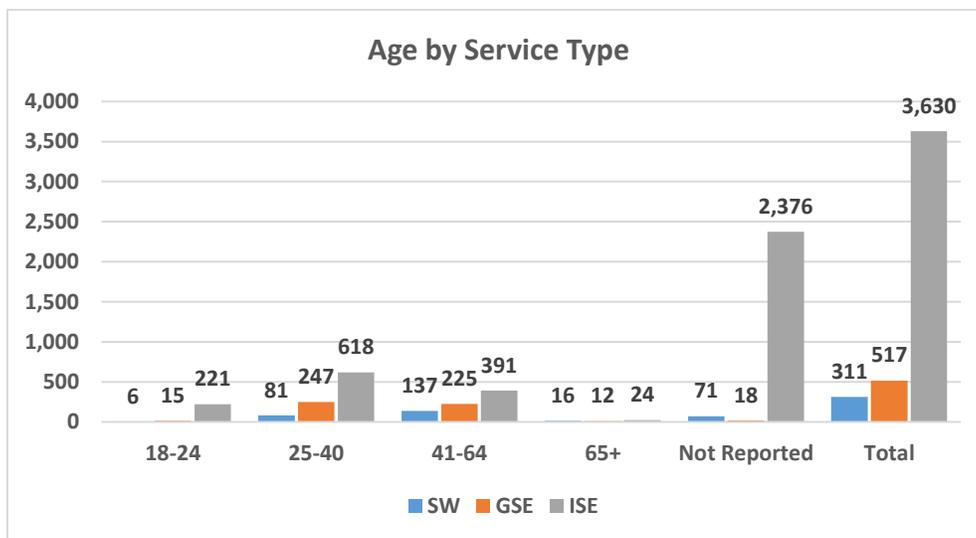


The data in the graph above compares employment settings by disability.

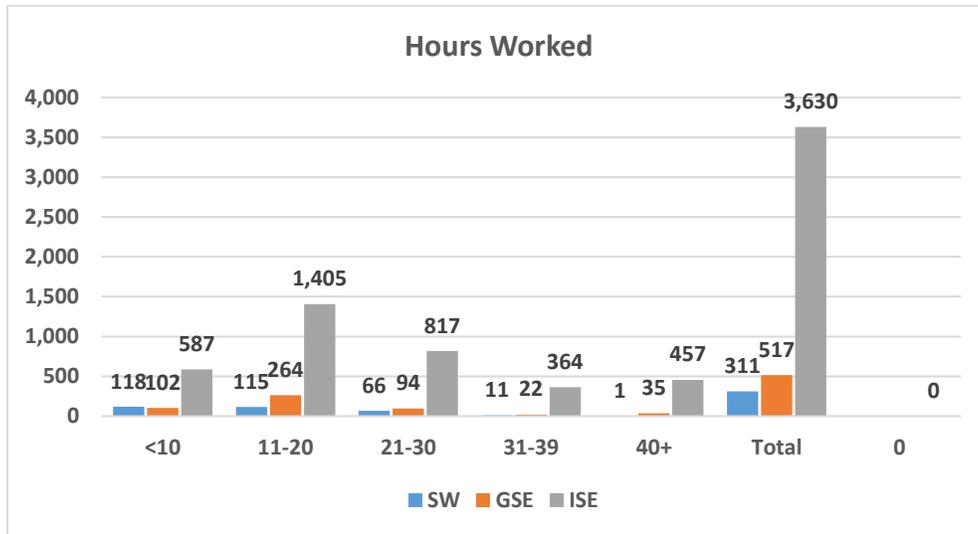




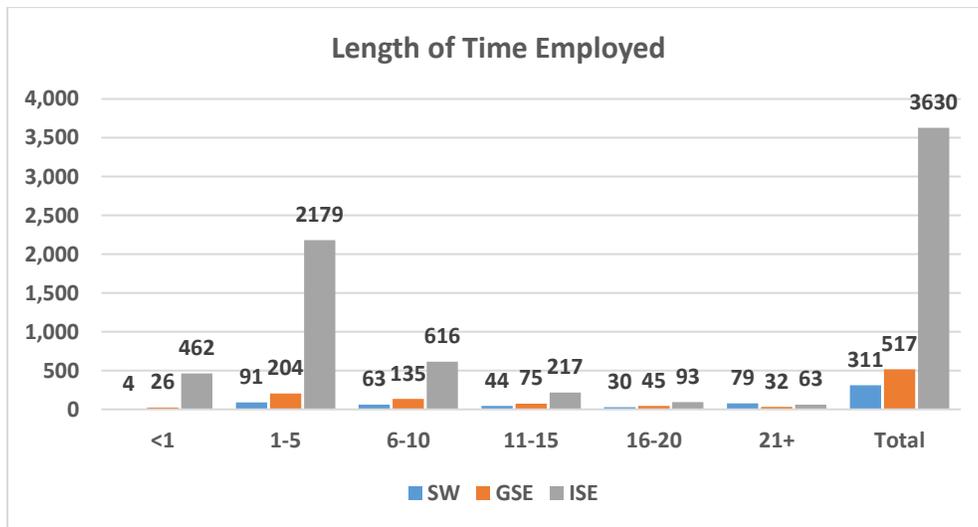
The data was further broken down by regions and disability type to see if any additional patterns emerged. ISE for individuals with DD (developmental disabilities other than an intellectual disability) appears to be more prevalent in relationship to other employment models.



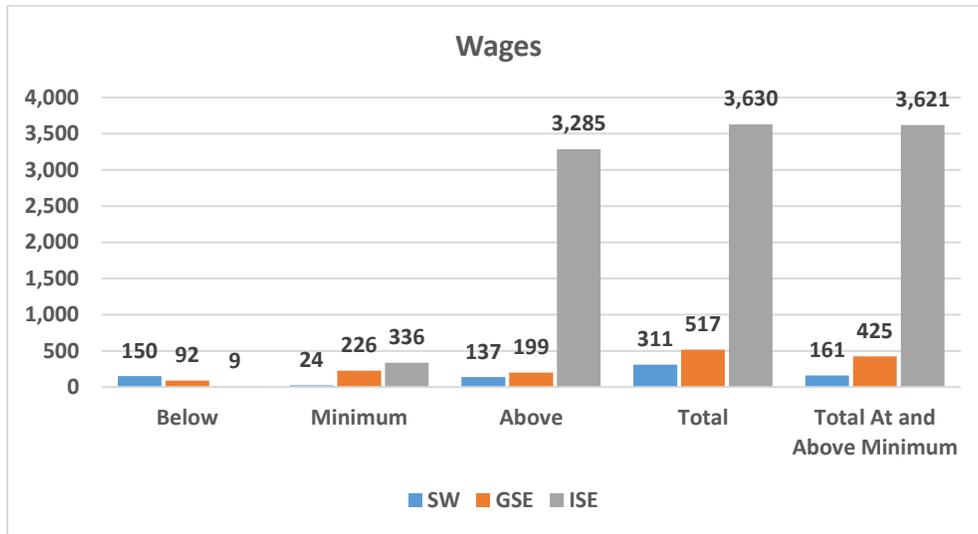
The data above shows the type of employment services individuals receive by age. This graph was added so that the Employment First Advisory Group could monitor transition age youth and employment choices they are making with the initiation of the Workforce Innovation and Opportunity Act.



The above data details hours worked per week by service type.



The data for length of time in years employed in current position has been broken down to better understand the number of years a person is employed and to see where individuals are currently choosing to gain employment.



Additional detail around wages was also added to gain better understanding of the number of individuals who are earning at or above minimum wage and the number of people earning below minimum wage. Currently there 101 (2%) people employed who are earning below minimum wage (of those in ISE most are in a serving position that is elevated with tips) while there are 4,046 (98%) who are earning at or above minimum wage.

Statewide Distribution of Wages

| ID/DD | Lowest hourly wage | Highest hourly wage |
|------------|--------------------|---------------------|
| Sheltered* | \$0.38 | \$17.53 |
| GSE | \$3.95 | \$19.66 |
| ISE | \$2.13 (+tips) | \$52.50 |

Tracking Employment First Conversations:

DBHDS has worked to develop new measures as part of the CSB performance contract, which specifically collects data on:

1. discussing employment with individuals receiving case management services, and
2. developing individual employment related and/or readiness goals.

The results of the data collection are presented below for the first half of the fiscal year of FY2020 (7/1/21-12/31/2021).

Table 1. Employment Statewide (Totals of Table 2)

| Commonwealth of Virginia | Q2 FY22 Employment Discussion | | | Q2 FY22 Employment Outcomes | | |
|--------------------------|-------------------------------|-------|---------|-----------------------------|-------|---------|
| | N | D | Percent | N | D | Percent |
| Statewide Totals: | 1872 | 1,899 | 98.6% | 495 | 1,899 | 26.1% |

Table 2. Employment by CSB

| (sorted by)CSB | Q2 FY22 Employment Discussion | | | Q2 FY22 Employment Outcomes | | |
|--|----------------------------------|-----|---------|--------------------------------|-----|---------|
| | N | D | Percent | N | D | Percent |
| ALEXANDRIA COMMUNITY SERV BD | 11 | 11 | 100.0% | 4 | 11 | 36.4% |
| ALLEGHANY HIGHLANDS CSB | 5 | 5 | 100.0% | 2 | 5 | 40.0% |
| ARLINGTON MENTAL HEALTH | 40 | 40 | 100.0% | 17 | 40 | 42.5% |
| BLUE RIDGE CSB | 21 | 22 | 95.5% | 3 | 22 | 13.6% |
| CHESAPEAKE INTERGRATED BEHAV HEALTHCARE | 32 | 32 | 100.0% | 6 | 32 | 18.8% |
| CHESTERFIELD CSB | 205 | 208 | 98.6% | 68 | 208 | 32.7% |
| COLONIAL BEHAVIORAL HEALTH | 24 | 24 | 100.0% | 3 | 24 | 12.5% |
| CROSSROADS CSB | 11 | 11 | 100.0% | 0 | 11 | 0.0% |
| CUMBERLAND MNTL HLTH CTR | 8 | 8 | 100.0% | 1 | 8 | 12.5% |
| DANVILLE-PITTSYLVANIA COM SERV | 35 | 35 | 100.0% | 11 | 35 | 31.4% |
| DICKENSON COUNTY BEHAVIORAL HEALTH SVCS | 6 | 6 | 100.0% | 6 | 6 | 100.0% |
| DISTRICT 19 MEN HLTH SER | 63 | 63 | 100.0% | 13 | 63 | 20.6% |
| Eastern Shore CSB | 7 | 7 | 100.0% | 3 | 7 | 42.9% |
| FAIRFAX-FALLS CHURCH CSB | 225 | 226 | 99.6% | 70 | 226 | 31.0% |
| GOOCHLAND POWHATAN MENTAL HLTH | 12 | 12 | 100.0% | 4 | 12 | 33.3% |
| HAMPTON-NN CSB | 63 | 67 | 94.0% | 6 | 67 | 9.0% |
| HANOVER COUNTY COMMUNITY SERVICES | 26 | 26 | 100.0% | 16 | 26 | 61.5% |
| HARRISONBURG-ROCKINGHAM CSB | 31 | 31 | 100.0% | 12 | 31 | 38.7% |
| HENRICO AREA MENTAL HLTH & DEVLPMNTL SVC | 45 | 46 | 97.8% | 13 | 46 | 28.3% |
| HIGHLANDS CMNTY SVCS BOARD | 28 | 28 | 100.0% | 4 | 28 | 14.3% |
| HORIZON BEHAVIORAL HEALTH | 57 | 57 | 100.0% | 27 | 57 | 47.4% |
| LOUDOUN COUNTY CSB | 43 | 43 | 100.0% | 17 | 43 | 39.5% |
| MIDDLE PENINSULA NORTHERN NECK CSB | 38 | 38 | 100.0% | 6 | 38 | 15.8% |
| MOUNT ROGERS CSB | 62 | 66 | 93.9% | 4 | 66 | 6.1% |
| NEW RIVER VALLEY COMMUNITY SERVICES | 22 | 22 | 100.0% | 6 | 22 | 27.3% |
| NORFOLK COMMUNITY SERVICES BOARD | 60 | 66 | 90.9% | 7 | 66 | 10.6% |
| NORTHWESTERN COMMUNITY SVCS | 57 | 59 | 96.6% | 18 | 59 | 30.5% |
| PIEDMONT COMMUNITY SERVICES | 32 | 32 | 100.0% | 10 | 32 | 31.3% |
| PLANNING DISTRICT ONE CSB | 14 | 14 | 100.0% | 4 | 14 | 28.6% |
| PORTSMOUTH DEPT OF BEHAVIORAL | 5 | 5 | 100.0% | 0 | 5 | 0.0% |
| PRINCE WILLIAM COUNTY CSB | 106 | 108 | 98.1% | 31 | 108 | 28.7% |
| RAPPAHANNOCK AREA COMMUNITY SERVICES BRD | 97 | 97 | 100.0% | 27 | 97 | 27.8% |
| RAPPAHANNOCK RAPIDAN CSB | 37 | 37 | 100.0% | 10 | 37 | 27.0% |
| REGION TEN CMMNTY SVCS BRD | 25 | 25 | 100.0% | 3 | 25 | 12.0% |
| RICHMOND BHVRL HLTH AUTHORITY | 85 | 85 | 100.0% | 31 | 85 | 36.5% |
| ROCKBRIDGE AREA COMMUNITY SVS BOARD | 7 | 7 | 100.0% | 0 | 7 | 0.0% |
| SOUTHSIDE CSB | 51 | 51 | 100.0% | 5 | 51 | 9.8% |
| VALLEY CSB | 36 | 38 | 94.7% | 6 | 38 | 15.8% |
| CITY OF VA BEACH CSB MHMRSAS | 77 | 78 | 98.7% | 15 | 78 | 19.2% |
| WESTERN TIDEWATER COMMUNITY SERVICES BOA | 63 | 63 | 100.0% | 6 | 63 | 9.5% |

There were a total of 1,899 adults (age 18-64) whose case managers conducted annual ISP meetings or updates during the second quarter of the fiscal year. Of these 1,899 individuals, a total of 1,872 individuals had their case managers discuss integrated, community-based employment with them during their annual ISP meetings. This results in a statewide average of 98.6% of individuals having a discussion of integrated employment when their ISP was reviewed. This is consistent with the previous reporting period

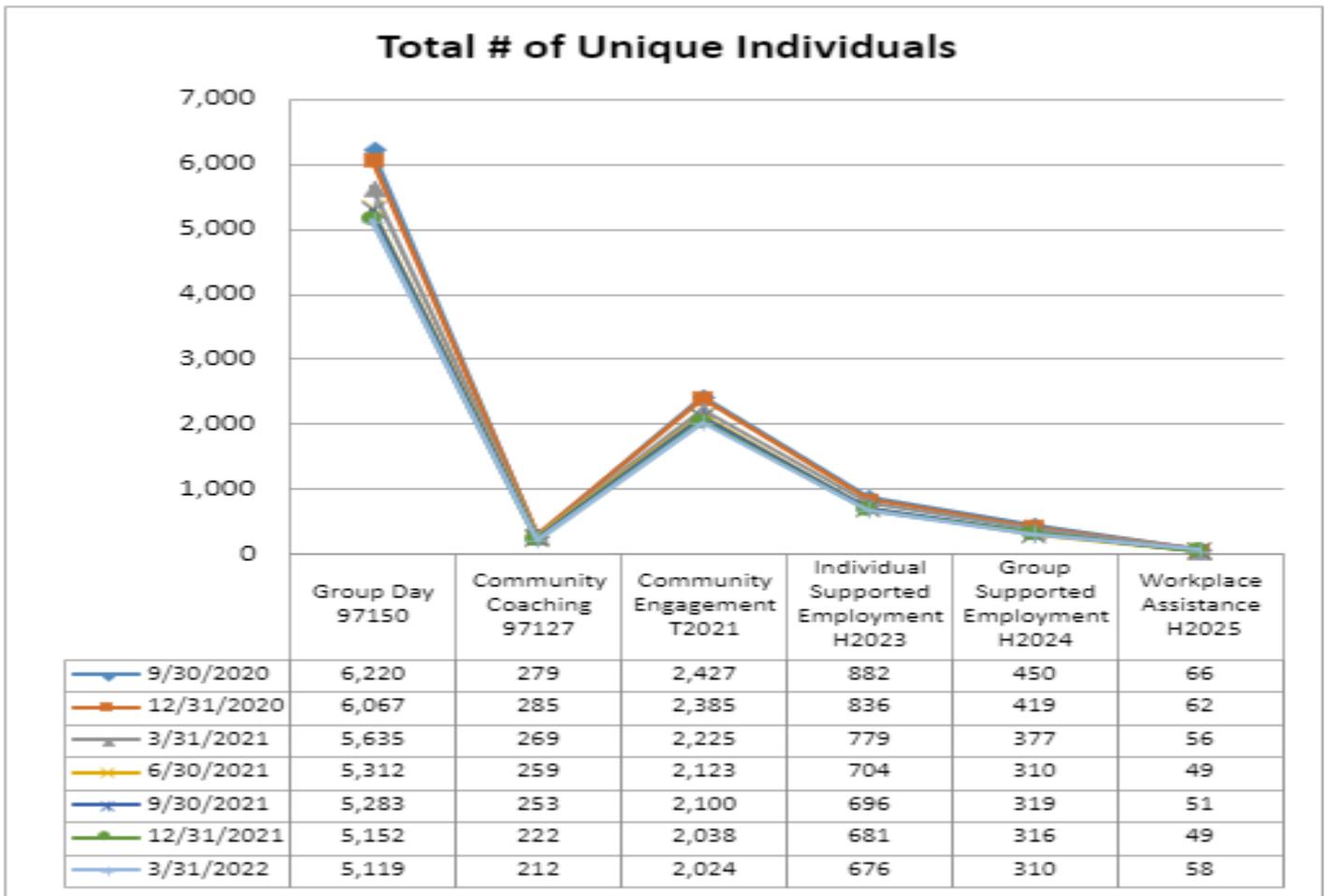
A total of 452 of the 1,899 individuals have employment or employment-related goals in their ISP. This results in a statewide average of 26.1% of individuals who had an annual ISP review in this reporting period who have an employment or an employment-related goal in their ISP. This is a consistent previous reporting period.

New Authorizations- Services in 60 days

There are 112 individuals with new employment authorizations between 7/1/2021 and 12/31/2021. 17 Individuals authorizations were prior to the 60 day period ending (authorized from 11/1/2021-12/31/2021). 61 people billed services within 60 days of the start date of the authorization. 61 people of 95 people started services as evidenced by billing claims within 60 days. This is 64.2% of people starting employment services in 60 days.

Billing and Service Authorization Data:

Below is a table from the new waiver management system that indicates service authorization numbers for GSE and ISE.



Summary:

The fourteenth semiannual data reporting period had a 100% response rate from providers. DBHDS is grateful to the Employment Service Organizations, DARS, and the Employment First Advisory Group Data Subcommittee for the work that they completed to make this report possible.

Additionally, the data subcommittee has been working on trending the data received over the periods of 100% ESO participation.

Recommendations:

1. Contact providers for individuals who did not initiate services within 60 days to determine if services were delayed and if they were why.
2. Follow up on providers utilizing “waiver funding” for sheltered work to determine if they are truly billing sheltered work under the waiver.
3. Look at how DBHDS can incorporate ticket to work and ability one data.

4. Explore incorporation of Source America data to provide more complete data.
5. Discuss other populations with disabilities that are currently not being reported on such as hearing impairment, spinal cord injury- do we want to incorporate, is this our role?
6. Schedule separate meeting about what we want these data reports to include. What do we as a committee want to include in our data reports, with other disabilities not currently reporting. What is the story we want to tell; do we need additional data to supplement this? Looking at effort verses benefits when collecting data.